



APHIS LEADERSHIP ROADMAP

Recommended Learning Experiences

Recommended Course Options

Leading & Managing Organizations
Leading & Managing Programs
Leading & Managing People
Managing Projects
Managing Yourself



Employee Level and Core Competencies	Learning Experiences	Employee Level and Core Competencies	Course Options
<p>Executive</p> <p>Entrepreneurship External Awareness Vision</p>	<ul style="list-style-type: none"> Complete a 360° assessment and obtain/review results Be a mentor/have a mentor Engage an executive coach Participate in executive-level task force committees Within first year as new Executive, conduct formal Leadership Transition workshop with staff Complete self-study online courses Engage in self-directed learning through books, tapes and/or seminars 	<p>Executive</p> <p>Entrepreneurship External Awareness Vision</p>	<ul style="list-style-type: none"> Institutions of Higher Learning, ie. American University's Key Executive MPA, Harvard's Kennedy School of Government, etc. Mandatory Agency training courses AgLearn Senior Leadership Development Channel APHIS Executive Development Guide (resource)
<p>Manager</p> <p>Creativity & Innovation Financial Management Partnering Political Savvy Strategic Thinking Technology Management</p>	<ul style="list-style-type: none"> Complete a 360° assessment and obtain/review results Be a mentor/have a mentor Participate in a detail outside of USDA/Congressional Fellowship Within first year as new Manager, conduct formal Leadership Transition workshop with staff Participate as a member of Governmental, Intergovernmental, and/or program task force committees Develop a Learning Contract/IDP based on 360° feedback Engage in self-directed learning through books, tapes and/or seminars Complete self-study online courses 	<p>Manager</p> <p>Creativity & Innovation Financial Management Partnering Political Savvy Strategic Thinking Technology Management</p>	<ul style="list-style-type: none"> Federal Executive Institute's (FEI) - Leadership for a Democratic Society Institutions of Higher Learning, ie. American University's Key Executive MPA, Harvard's Kennedy School of Government, etc. Senior Executive Service (SES) - Candidate Development Program Office of Personnel Management (OPM) - Management Development Center Programs/Leadership courses External management courses Mandatory Agency training courses APHIS Executive Development Guide (resource) AgLearn online training courses
<p>Supervisor</p> <p>Accountability Conflict Management Developing Others Human Capital Management Leveraging Diversity</p>	<ul style="list-style-type: none"> Complete a 360° assessment and obtain/review results Have a mentor/be a mentor Participate in a detail within USDA /program /agency Serve as a representative on a program /agency/ department committee Develop a Learning Contract/IDP based on 360° feedback Complete a formal Supervisory Training program Complete self-study online courses Within first year as new Supervisor, conduct formal Leadership Transition workshop with staff Engage in self-directed learning through books, tapes and/or seminars 	<p>Supervisor</p> <p>Accountability Conflict Management Developing Others Human Capital Management Leveraging Diversity</p>	<ul style="list-style-type: none"> Fundamentals of APHIS Human Resource Management (FAHRM) Leadership Development Program Track II Leading in a Mix of Generational Views and Values Mandatory Occupational Safety & Health Administration course External Supervisory courses Mandatory Agency training courses AgLearn online training courses
<p>Project Manager & Team Leader</p> <p>Decisiveness Influencing/Negotiating Team Building Technical Credibility</p>	<ul style="list-style-type: none"> Complete a 360° assessment and obtain/review results Have a mentor/be a mentor Participate in a detail within APHIS Visit program sites/field/headquarters Serve as a member of a APHIS-wide special project team Develop a Learning Contract/IDP based on 360° feedback Complete a formal Project Management training Participate in external education and training courses Complete self-study online courses Engage in self-directed learning through books, tapes and/or seminars 	<p>Project Manager & Team Leader</p> <p>Decisiveness Influencing/Negotiating Team Building Technical Credibility</p>	<ul style="list-style-type: none"> Advancing Leader Program Track I Preparing APHIS Team Leaders (PAT) Staff Officer Training (SOT) APHIS International Training Program (AITP) So You Think You Want To Be a Supervisor, Seminar Emotional Intelligence for Organizations External Project Manager/Team Leader courses Mandatory Agency training courses AgLearn online training courses
<p>All Employees</p> <p>Continual Learning Customer Service Flexibility Integrity/Honesty Interpersonal Skills Oral Communication Problem Solving Public Service Motivation Resilience Written Communication</p>	<ul style="list-style-type: none"> Develop a Learning contract/IDP with supervisor Have a mentor/be a mentor Engage in some cross training within program Volunteer for collateral duty assignments and/or specific projects Join and become active in outside professional organizations Participate in external education and training courses Complete self-study online courses Engage in self-directed learning through books, tapes and/or seminars 	<p>All Employees</p> <p>Continual Learning Customer Service Flexibility Integrity/Honesty Interpersonal Skills Oral Communication Problem Solving Public Service Motivation Resilience Written Communication</p>	<ul style="list-style-type: none"> Presentation Skills training Myers Briggs Type Indicator Interpretation Training So You Think You Want To Be a Supervisor, Seminar Customer Service training FOCUS/Time Management course Mandatory Agency training courses: <ul style="list-style-type: none"> Civil Rights Cyber Security Incident Command System (ICS) 100 & 200 Ethics External Courses: <ul style="list-style-type: none"> Writing Problem Solving Conflict Management AgLearn online training courses